



Roger León  
Superintendent

# Newark Board of Education

Dr. Yolanda Méndez, Assistant Superintendent  
Human Resource Services

Where Passion Meets Progress

## Timetable for Termination in Newark Board of Education Health Benefits

Date of Termination	Date COBRA Coverage Begins
January 6 - February 5	March 1st
February 6 - March 5	April 1st
March 6 - April 5	May 1st
April 6 - May 5	June 1st
May 6 - June 5	*July 1st
June 6 - July 5	**August 1 <sup>st</sup>
July 6 - August 5***	September 1st
August 6 -September 5	October 1st
September 6 - October 5	November 1st
October 6 - November 5	December 1st
November 6 -December 6	January 1st
December 6 - January 5	February 1st

### \*\*\* Termination Due to Death of Employee –

A 10-month employee that begins working at the start of the school and subsequently passes away at the end of that school year, will be entitled to one (1) full year of coverage i.e. report of death is June 24<sup>th</sup>, benefits end August 31<sup>st</sup>

A 12-month employee or a 10-month employee (who subsequently passes away before the end of the school year) will follow the Timetable for Termination chart above, i.e. report of death is May 25<sup>th</sup>, benefits end June 30<sup>th</sup>

**\* Termination of Employment** A 10-month employee that starts work at the beginning of the school year and terminates service with the employer at the end of that school year, will be entitled to a full year's coverage comparable to that of any employee paid on a 12-month basis, as long as the following is true: The employee has worked from the beginning of the school year to the last day of school. This means that Newark Board of Education Private Health Benefits coverage for all 10-month employees and their dependents will continue during the summer months subsequent to the end of the school year (July and August), provided that any contributions or premiums are made as required by the Newark Board of Education. In this case coverage would end September 1<sup>st</sup>.

For example, a teacher with a 10-month contract who begins employment at the start of the school year in September and then terminates employment on the last day of school in June will have coverage continue through the months of July and August immediately following the end of that school year. However, a teacher who begins employment after 15<sup>th</sup> of September and then terminates employment on the last day of the school in June will have coverage continue through the month of July only. In this case coverage would end August 1<sup>st</sup>. If this teacher renews their contract, coverage will be intact for the month of July and August with no break in coverage.

A 12-month employee and a 10-month employee (who does not work the full school year) will follow the Timetable for Termination chart.

**\*\* Termination Due to Retirement** The employees' active health benefit coverage ends effective the same date of the retirement and their retirement health benefits become effective the date of the retirement. For example, if an employee retires effective July 1<sup>st</sup>, their coverage ends with the Newark Board of Education effective July 1<sup>st</sup> and their retirement health benefit coverage becomes effective July 1<sup>st</sup> with the retiree health benefits plan.

Note: Employees who at retirement are eligible to enroll in the SEHBP Retired Group (employees who have 25 or more years of pension service credit or have less than 25 years of service credit but are age 65 or older) or the Newark Board of Education Retiree Plan (employees who have less than 25 years of pension services credit and are under 65 years of age) cannot enroll in COBRA.